

**Subject:** Title 9 Investigation / Fw: Employee Assistance Program Eligibility | Wellness Services  
**Date:** Friday, May 3, 2019 at 9:47:40 AM Eastern Daylight Time  
**From:** Monette, Jenni  
**To:** Mellantine, Lynn  
**CC:** Paetsch, Claudia, Welburn, William, Ah Yun, Kimo

Good morning Lynn,

Thank you for meeting with me earlier this week to go over options available to me as an employee at Marquette University with respect to directly addressing harassment hardships I have endured as an O'Brien Fellow within the Diedrich School of Communications.

As discussed in our talks, you were so helpful in letting me know that a Title IX internal investigation is one way to approach this very serious matter--an unfortunate set of circumstances which, as you know, I have diligently taken proper steps to address to all appropriate parties within my direct supervisory hierarchy at Marquette University. These efforts, however, have unfortunately been met with underwhelming outcomes in addressing, correcting and finding closure to the misconduct.

While you were forthcoming in also disclosing that a [bias incident reporting hotline](#) was another way for me to advance formally addressing the forms of discrimination that I have detected and encountered, it's important to also spotlight that this route is especially important for members of the Marquette community who may feel uncomfortable discussing such incidents with their colleague or supervisors -- sentiments quite contrary to my well-documented and respectful outreach to the Acting Provost, Dr. Ah Yun, Acting Dean of the Diedrich School of Communications, Sarah Feldner, Director of the O'Brien Fellowship, Dave Umhoefer, and you, Assistant VP of Human Resources.

To be clear, the hotline champions anonymity addressed by a third-party contractor not operated by Marquette. This approach, then, patently distances any sound pursuits in ethically addressing the bias at issue.

I clarify these facts here to express my repeated interests in holistically addressing this matter which continues to impose a significant emotional and professional toll on my well-being as a member of the Marquette community with a proven record in actively engaging in the core values of the university's mission in building unity, diversity, and inclusion on campus during my short-lived and treasured time on campus.

I look forward to your kind reply in responding to my repeated query about further discussing protocols supporting and conducting a Title IX investigation with regard to my concerns.

Thank you,

Jenni Monet  
520-312-8133

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**From:** Monette, Jenni  
**Sent:** Tuesday, April 30, 2019 5:44 PM  
**To:** Mellantine, Lynn  
**Subject:** Re: Employee Assistance Program Eligibility | Wellness Services

Lynn,

Thanks for reaching out and I appreciate clarification on the protocols of options and limitations of dealing with Marquette University Human Resources.

Please let me know when you can schedule a conversation to discuss the Title 9 - investigation route. By phone or in person is fine either way.

Thank you,

Jenni

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**From:** Mellantine, Lynn  
**Sent:** Tuesday, April 30, 2019 5:01:01 PM  
**To:** Monette, Jenni  
**Subject:** RE: Employee Assistance Program Eligibility | Wellness Services

Hi Jenni:

Thank you for meeting with me yesterday. We discussed a possible mediation, but as I mentioned, it has to be mutually agreed to and Dean Feldner has explained to me that her previous meetings with you, and the meeting between you, Dean Feldner and Dave, have already served this purpose. Another possibility we explored yesterday was you outlining your suggestions for improvement of the O'Brien program. Dean Feldner will receive your feedback via email about the program, and take the appropriate actions based on your suggestions. As we discussed, you could choose to copy Provost Kimo on your email, Dr. William Welburn, Vice President for Inclusive Excellence, and me as a representative of Human Resources. The information and feedback you share will benefit the program. Another resource that I mentioned yesterday is our bias incident reporting line, and the following link also includes contact information for Dr. Welburn.

<https://www.marquette.edu/diversity/bias-incident-report-employees.php> The Employee Assistance Program, EAP, is available to any employee, or terminated employee for up to 60 days beyond termination date. I'm glad you were able to take advantage of this benefit and will continue to have this available beyond your contract end. Please let me know if I can do anything else at this time.

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**BIAS INCIDENT RESOURCES FOR EMPLOYEES // Diversity and Inclusion // Marquette University**

[www.marquette.edu](http://www.marquette.edu)

Marquette University provides faculty and staff with a variety of resources for addressing bias

incidents and other forms of discrimination or misconduct. Services range from anonymous reporting and confidential consultation to informal mediation and formal grievances.

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Again, thanks for meeting with me and for sharing your experience,  
Lynn

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**From:** Monette, Jenni <jenni.monette@marquette.edu>  
**Sent:** Tuesday, April 30, 2019 9:58 AM  
**To:** Mellantine, Lynn <lynn.mellantine@marquette.edu>  
**Subject:** Re: Employee Assistance Program Eligibility | Wellness Services

Lynn,

Thank you for yesterday's meeting. It was helpful.

I'm following up with regard to further exploring mediation with Dave Umhoefer and Dean Sarah Feldner.

I also have follow-up questions about requesting a formal review of the O'Brien Fellowship Program. What are the assurances that a review will actually be carried out? And what happens after a formal review is conducted? Who examines the review? What steps are taken thereafter? Where does the documentation live in the long view?

I'm flexible today for a phone call if that is easier to communicate.

Kind Regards,  
Jenni Monet  
520-312-8133

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**From:** Mellantine, Lynn  
**Sent:** Tuesday, April 23, 2019 1:29:10 PM  
**To:** Monette, Jenni  
**Subject:** RE: Employee Assistance Program Eligibility | Wellness Services

Hi Jenni:

I just tried calling you again. Wanted to make sure you got the below message. Please let me know and if I can be helpful in any other way.

Thanks,  
Lynn

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**From:** Mellantine, Lynn  
**Sent:** Monday, April 22, 2019 6:43 PM  
**To:** Monette, Jenni <[jenni.monette@marquette.edu](mailto:jenni.monette@marquette.edu)>  
**Subject:** RE: Employee Assistance Program Eligibility | Wellness Services

Hi Jenni:

Sorry I've been away from my phone today. I just tried to call but it says your voice mailbox is full. I wanted to reach out and let you know that you have 24/7 access to our Employee Assistance Program by calling 1-800-236-3231. I've included a link to our flyer about EAP. Please email me back to confirm that you received this message and let me know if I can be helpful in any other way.

Thanks,

Lynn

<https://www.marquette.edu/hr/documents/EAPFlyer.pdf>

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**From:** Monette, Jenni <[jenni.monette@marquette.edu](mailto:jenni.monette@marquette.edu)>  
**Sent:** Monday, April 22, 2019 2:32 PM  
**To:** Mellantine, Lynn <[lynn.mellantine@marquette.edu](mailto:lynn.mellantine@marquette.edu)>  
**Subject:** Employee Assistance Program Eligibility | Wellness Services

Lynn,

Hi. My name is Jenni Monet, a 2018-2019 O'Brien Fellow housed in the Diedrich School of Communications on campus. Jacqueline Schram, Director of Public Affairs and of Native American programs at Marquette encouraged I reach out to you.

I believe you have been informed of a situation I am currently addressing related to my fellowship and the Director of this fellowship.

In managing these affairs, I would also be interested in whether I am eligible for the Employee Assistance Program to seek wellness specialists to further provide support and recovery pertaining to my dilemma.

Thank you for your time and I look forward to hearing from you.  
Please feel free to call at anytime today.  
I'm available.

Best,  
Jenni Monet  
520-312-8133